



Oxford University Hospitals
NHS Foundation Trust

Budget-busting benefits

mitigating rising benefit costs
with a progressive approach

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This session covers:

1

Delivering a benefits strategy
on a shoestring budget

2

Generating revenue from your benefits
offering to reinvest in your workforce

3

Providing benefits that make a
tangible difference to your workforce

CORE OFFER

- NHS Pension Scheme
- Up to 41 days leave
- Enhanced parental leave
- Up to 12 months sick pay
- Pay progression
- Flexible working options
- Wellbeing support
- Training & development
- Pay enhancements
- NHS discounts

ADDED VALUE

- Cycle to work scheme
- Health cash plans
- Car lease scheme
- Financial wellbeing
- Discounted gym access
- Free will writing
- Accommodation support
- Legal advice & support
- On-site nurseries
- Public transport benefits

SURPRISE & DELIGHT

- Free hot breakfasts
- Tea & coffee hampers
- Free refurbished bikes
- F1 ticket prize draw
- Free football tickets
- Christmas hampers
- Free comedy tickets
- Competitions
- Free car parking
- Negotiated discounts



dedicated reward staff



dedicated reward budget

How to fund your benefits strategy

1

Generate revenue through salary sacrifice schemes

2

Charge administration fees for your rewards and benefits

3

Leverage relationships with key partners/suppliers



What benefits do your staff really want?

- Review data: uptake, engagement, feedback
- Annual benefits survey
- Listening events
- Staff roadshows and team meetings
- Virtual ‘suggestion box’
- Ask staff to think outside the box
- Try to focus your offer



Supporting staff with the cost of living

- High accommodation costs in Oxford
- Troublesome commutes and limited parking
- Limited financial education and budgeting
- Increased staff absences before pay day

What did we do?

Rental accommodation
support loan

Free conveyancing
advice

£250 towards a
sustainable commute

Financial wellbeing
webinars

Fee-free mortgage
brokers

Free refurbished
bicycles

Free period products
in 150 toilets

Froze rent increases on
950 accommodation units

Free staff parking

Free wills and estate
planning advice

Free legal advice

Low-cost workplace loans
and salary advances

Free bicycle repairs
and servicing

Discounted cycle
insurance

On-site food banks

Free hot breakfasts

Free cleaning products
and toiletries

Discounted hot
lunches

Free tea and coffee in
every staff room

Pensions
advice

What was the response?

“Really good, helpful, quick, and **showed care/support for colleagues at this difficult time.**”

“I am very grateful for this and **I cannot thank you enough.**”

“This has been **incredibly useful and vital for me**”

“This really makes a difference and it is **a massive help.**”

“I was **extremely grateful for the £250** which I used for a new bicycle.”

“The Trust’s cost of living support has been phenomenal.”

“I think **this is a fab idea** - I bought a pedal bike with the £250 transport scheme voucher.”

“This was **very much appreciated**”

“This made a huge difference to me.”

“I am now able to cycle to work which has reduced the amount spent on petrol, **money which I can now put to better use.**”

“**Absolutely fantastic, and I am so grateful for it.**”



*“ In all my years working for the NHS,
this is the single greatest initiative
that I have seen implemented.”*



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Thank you for listening

Are there any questions?



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